

**AN ORDINANCE REGARDING THE
ILLINOIS PAID LEAVE FOR ALL WORKERS
ACT FOR THE CITY OF LEBANON, ILLINOIS
ORDINANCE NO. _____**

WHEREAS, the Illinois Municipal Code, 65 ILCS 5/1-2-1, provides that the corporate authorities of each municipality may pass all ordinances and make all rules and regulations proper or necessary, to carry into effect the powers granted to municipalities, with such fines or penalties as may be deemed proper; and

WHEREAS, the City of Lebanon is a non-home rule Illinois municipality; and

WHEREAS, on or about March 12, 2023, Governor JB Pritzker signed into law the Paid Leave for All Workers Act (820 ILCS 192/1 *et seq.*) (the “Act”); and

WHEREAS, the State of Illinois did not make the necessary appropriations or include statutory language exempting the Act from the Illinois State Mandates Act (30 ILCS 805/1 *et seq.*); and

WHEREAS, effective January 1, 2024, the Act requires an employer to provide certain paid leave to their employees, unless the employer is subject to an existing municipal ordinance that requires the employer to provide any form of paid leave to their employees; and

WHEREAS, the City of Lebanon recognizes the importance of paid leave and currently provides reasonable paid leave benefits to its employees through existing leave policies and applicable collective bargaining agreements; and

WHEREAS, the City of Lebanon has determined that applying the Act to its own employees will negatively impact the City of Lebanon, placing an undue financial and operational burden on the City of Lebanon's ability to provide uninterrupted services to its residents; and

WHEREAS, the City of Lebanon believes and hereby declares that it is in the best interests of the City of Lebanon to clearly define the paid leave benefits that City of Lebanon employees shall receive.

NOW, THEREFORE, be it ordained, by the City Council of the City of Lebanon:

Section 1. The foregoing recitals shall be and are hereby incorporated as findings of fact as if said recitals were fully set forth herein.

Section 2. Pursuant to Section 15(p) of the Act, the City of Lebanon hereby adopts its current paid leave policies and procedures for all City of Lebanon employees as set forth in the City of Lebanon's Code of Ordinances, Employee Handbook, Annual Salary Ordinances, and collective bargaining agreements to which the City of Lebanon is a party, and all other binding legislative actions governing paid leave adopted by the City Council, as the same may be amended from time to time. However, in no event shall the City of Lebanon provide less than one (1) day of paid leave per year to any City of Lebanon employee.

Section 3. Repeal of Conflicting Provisions. All ordinances, resolutions, and policies or parts thereof, in conflict with the provisions of this Ordinance are, to the extent of the conflict, expressly repealed on the effective date of this Ordinance.

Section 4. Severability. If any provision of this Ordinance or application thereof to any person or circumstance is ruled unconstitutional or otherwise invalid, such invalidity shall not affect other provisions or applications of this Ordinance that can be given effect without the invalid application or provision, and each invalid provision or invalid application of this Ordinance is severable.

Section 5. The City Clerk is directed by the corporate authorities to publish this Ordinance in pamphlet form. This Ordinance shall be in full force and effect after its passage and publication in accordance with 65 ILCS 5/1-2-4.

PASSED AND APPROVED THIS _____ day of December, 2023.

AYES: _____

NAYS: _____

ABSTENTIONS: _____

ABSENT: _____

**Mayor of the City of Lebanon,
County of St. Clair, Illinois**

ATTEST:

City Clerk